



**Human Resources Division**  
P.O. Box 942718  
Sacramento, CA 94229-2718  
Telecommunications Device for the Deaf - 711  
(916) 795-3065, FAX (916) 795-4001

February 17, 2009

**AGENDA ITEM 5**

**TO: MEMBERS OF THE PERFORMANCE AND COMPENSATION COMMITTEE**

- I. SUBJECT:** 2008-2009 Performance Plan for Recently Appointed Chief Executive Officer (First Reading)
- II. PROGRAM:** Administration
- III. RECOMMENDATION:** Approve the First Reading of the 2008-2009 Performance Plan for the Recently Appointed Chief Executive Officer

**IV. ANALYSIS:**

The Board of Administration's Compensation Policies and Procedures include a schedule for approving performance plans and reviewing quarterly status reports. Performance plans for newly-appointed executive staff will be presented on a flow basis, as soon as is practical after each position is filled. This item presents, for first reading, the performance plan for the recently appointed Chief Executive Officer. The duty statement is attached for information.

**V. STRATEGIC PLAN:**

Under Goal V of the Strategic Plan, CalPERS is committed to sustaining a high performance work culture. This can be accomplished at the highest executive levels through the establishment of methods that provide broad flexibility in the recruitment, retention and compensation of key personnel.

**VI. RESULTS/COSTS:**

The establishment of performance measures is critical to the management of a competitive compensation program for executives at the highest levels of the organization. This, in turn, is critical to the success of the organization. The cost of performance awards that might arise from the recommendations in this item will be funded from existing resources.

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CHRIS O'BRIEN, Chief  
Human Resources Division

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JOHN HIBER  
Assistant Executive Officer, Administrative Services Branch

Attachments

**2008-2009 Performance Plan for  
Recently Appointed Chief Executive Officer**

Duty statement and 2008-2009 Fiscal Year Performance Plan are presented for first reading in the following pages:

**Position**

Chief Executive Officer

**Current Incumbent**

Anne Stausboll